

Lego® Serious Play® (LSP)

Create a time-out for people to pause, reflect and play, and to think about how learning and work can be enhanced by being more open to all forms of innovation

A hands-on workshop in Lego play to enhance your innovation in communication, creativity and building shared mental models.

LSP is a facilitated workshop in which participants respond to tasks by creating symbolic and metaphorical models from Lego bricks and then present those models through storytelling to other participants in order to achieve a common understanding of each other as well as the topic.

The LSP method is based on following basic values: 'The answer is in the system'; 'Everyone has to express his/her reflection'; 'There is no ONE right answer.' The method enables a more unbiased, free-thinking and playful interaction between the participants, which leads to a common understanding, creative ideas, etc. (Kristiansen et al., 2009; Hansen et al., 2009)

The LSP concept is based on key theories including: (1) the importance of play as a learning method by exploring and telling stories; (2) constructionism; (3) the hand-mind connection as a new way for creative and expressive thinking; and (4) the role of the different types of imagination.

"Our Lego Serious Play experiences at NUI Galway resulted in increased creativity in terms of our approach to design, it also facilitated the advancement of our new product design process" (Tom O'Donnell, Vice President, R&D, Advanced Engineering & Technologies Europe, Merit Medical).

The Workshop begins with simple tasks for skills building. Participants will then build a model of a particular problem using Lego bricks. Everybody familiarises themselves with modelling and metaphorical thinking. In the subsequent spontaneous construction process, participants then give the models meaning by "tapping into their brains". When the construction phase is complete, each person explains their perception (or story) to the other participants. The other participants can ask for clarification of details, but they must respect the model and also the importance attached to it and refer their questions to the model and not the individual. During the reflective part of the workshop, insights are created for the individual and the team as a whole. (Frick et al., 2013; Kristiansen et al., 2009; Hansen et al., 2009). Through the individual models, the participants are then challenged to build a common model, produce relations between the individual models and create a landscape that also models external "agents". This newly collaboratively constructed model can then be the basis for testing, for the analysis of certain scenarios and finally for the extraction of guiding principles. (Kristiansen et al., 2009). Since LSP is a more generic principle, it can be applied to a variety of problems, e.g. strategy, product or organizational development, change management processes, mergers and acquisitions (Hadida, 2013; Jentsch et al., 2011; Frick et al., 2013; Hansen et al., 2009). Considering the mechanisms and theories inherent in the LSP method, it is proven that it is also suitable for positive impacts on contexts of reengineering of any kind of processes (Dempsey et al., 2014), participative engineering (Kelly & Riedel, 2014), team development (Jentsch et al., 2011) and knowledge sharing related to digitalization (Tawalbeh et al., 2016). The group dynamic is also determined by the problem that is to be solved (Dempsey et al., 2018).